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CIVILIAN MANPOWER STATISTICS, SEPTEMBER, FY-83.  
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Department of Defense

# CIVILIAN MANPOWER STATISTICS

SEPTEMBER 1983



Department of Defense

**Civilian Manpower Statistics**

September 1983

Issued Monthly by  
Washington Headquarters Services  
Directorate for Information  
Operations and Reports

## FOREWORD

*Civilian Manpower Statistics* (CMS) is published monthly by the Office of the Secretary of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR).

CMS provides statistical information on the civilian work force of the Department of Defense (DOD), with the exception of personnel of the National Security Agency and personnel paid from non-appropriated funds. It is produced primarily from a computerized data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on SF 113-A, Monthly Report of Federal Civilian Employment.

This report is approved for public release at cost: distribution unlimited. However, all requests for this publication and DOD-wide data contained therein, should be referred to WHS/DIOR or cognizant offices in the Office of the Secretary of Defense. Questions concerning the material in this publication, and requests for additional copies, should be addressed to the Director for Information Operations and Reports, Washington Headquarters Services, Room 1C535, The Pentagon, Washington, D.C. 20301. (When ordering cite publication number M04.)

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TABLE 1

DOD Civilian Employment, by Function and Employment Status,  
According to Defense Component: September 30, 1983

FUNCTION/EMPLOYMENT STATUS	TOTAL a/ DOD	ARMY	NAVY b/	AIR FORCE	OTHER DEFENSE ACTIVITIES c/
<b>MILITARY FUNCTIONS</b>					
OMB Ceiling Employment	1,067,824	392,346	339,552	252,330	83,596
Direct Hire	983,644	333,722	328,907	239,367	81,648
Indirect Hire	84,180	58,624	10,645	12,963	1,948
Total Employment	1,077,130	394,346	344,401	253,936	84,447
Direct Hire	992,950	335,722	333,756	240,973	82,499
Indirect Hire	84,180	58,624	10,645	12,963	1,948
<b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>					
OMB Ceiling Employment	32,823	32,819	-	4	-
Total Employment	33,511	33,507	-	4	-
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
OMB Ceiling Employment	1,100,647	425,165	339,552	252,334	83,596
Direct Hire	1,016,467	366,541	328,907	239,371	81,648
Indirect Hire	84,180	58,624	10,645	12,963	1,948
Total Employment	1,110,641	427,853	344,401	253,940	84,447
Direct Hire	1,026,461	369,229	333,756	240,977	82,499
Indirect Hire	84,180	58,624	10,645	12,963	1,948

a/ Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control, i.e., some summer aides and employees in the Stay-in-School, Federal Junior Fellowship, and Worker-Trainee Opportunity Programs, and those covered by other official exemptions granted by OMB.

b/ Includes Marine Corps civilian personnel.

c/ See the Glossary for a list of the Other Defense Activities.



TABLE 2

Trends in DOD Civilian Employment Subject to OMB Ceiling,  
by Function, Employment Status, and Defense Component

FUNCTION/COMPONENT/ EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 2 MONTHS	
	30 SEP 79	30 SEP 80	30 SEP 81	30 SEP 82	31 AUG 83	30 SEP 83
<b>MILITARY FUNCTIONS</b>						
<b>DIRECT HIRE</b>	<u>991,081</u>	<u>990,356</u>	<u>1,019,466</u>	<u>1,029,854</u>	<u>1,086,604</u>	<u>1,067,824</u>
<b>INDIRECT HIRE</b>	<u>915,764</u>	<u>915,786</u>	<u>939,942</u>	<u>947,061</u>	<u>1,002,153</u>	<u>983,644</u>
	75,317	74,570	79,524	82,793	84,451	84,180
<b>Army</b>						
Direct Hire	359,121	360,508	372,111	379,316	404,791	392,346
Indirect Hire	309,475	311,795	318,278	322,057	346,104	333,722
	49,646	48,713	53,833	57,259	58,687	58,624
<b>Navy</b>						
Direct Hire	310,176	308,715	320,858	319,554	343,465	339,552
Indirect Hire	299,449	297,984	310,123	308,885	332,867	328,907
	10,727	10,731	10,735	10,669	10,598	10,645
<b>Air Force</b>						
Direct Hire	245,082	244,342	246,165	248,508	255,621	252,330
Indirect Hire	231,838	230,938	232,933	235,456	242,403	239,367
	13,244	13,404	13,232	13,052	13,218	12,963
<b>Other Defense Activities</b>						
Direct Hire	76,702	76,791	80,332	82,476	82,727	83,596
Indirect Hire	75,002	75,069	78,608	80,663	80,779	81,648
	1,700	1,722	1,724	1,813	1,948	1,948
<b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>	<u>33,342</u>	<u>32,611</u>	<u>31,800</u>	<u>31,573</u>	<u>34,489</u>	<u>32,823</u>
<b>Army</b>						
Air Force	33,336	32,608	31,796	31,569	34,485	32,819
	6	3	4	4	4	4
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>	<u>1,024,423</u>	<u>1,022,967</u>	<u>1,051,266</u>	<u>1,061,427</u>	<u>1,121,093</u>	<u>1,100,647</u>
<b>Direct Hire</b>	<u>949,106</u>	<u>948,397</u>	<u>971,742</u>	<u>978,634</u>	<u>1,036,642</u>	<u>1,016,467</u>
<b>Indirect Hire</b>	<u>75,317</u>	<u>74,570</u>	<u>79,524</u>	<u>82,793</u>	<u>84,451</u>	<u>84,180</u>

a/ Includes data for DOD Dependents Schools (DODDS) which were marked as estimated because some DODDS components had not updated their direct and indirect hire data since the August 31, 1982, report.

TABLE 3

DOD Direct Hire Civilian Personnel Subject to OMB Ceiling,  
by Function and Defense Component

FUNCTION/COMPONENT	TOTAL EMPLOYMENT			FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 AUG 83	30 SEP 83	PROGRAMMED STRENGTH a/ 30 SEP 83	31 AUG 83	30 SEP 83	PROGRAMMED STRENGTH a/ 30 SEP 83
<b>MILITARY FUNCTIONS</b>						
Army	1,002,153	983,644	973,387	879,185	883,237	917,814
Navy	346,104	333,722	333,722	288,924	290,028	303,025
Air Force	332,867	328,907	320,528	293,447	295,497	309,639
	242,403	239,367	234,334	221,464	221,873	222,444
OSD & Related Activities b/	2,819	2,780	2,711	2,559	2,585	2,538
Defense Audiovisual Agency	262	261	502	218	216	502
Defense Audit Service	576	592	937	567	587	934
Defense Communications Agency	1,676	1,639	1,758	1,594	1,580	1,741
Defense Contract Audit Agency	3,706	3,750	3,742	3,648	3,702	3,723
Defense Intelligence Agency	2,778	2,850	2,904	2,526	2,583	2,899
Defense Investigative Service	3,243	3,260	3,453	3,191	3,224	3,450
Defense Logistics Agency	46,414	46,093	48,194	44,412	44,392	47,492
Defense Mapping Agency	8,779	8,738	8,740	8,593	8,661	8,680
Defense Nuclear Agency	698	670	670	629	631	670
Department of Defense	9,137	10,330	10,481	6,900	7,155	9,405
Dependents Schools						
Uniformed Services University of the Health Sciences	691	685	711	513	523	672
<b>CIVIL FUNCTIONS</b>						
Army	34,489	32,823	N/A	27,857	28,231	c/ N/A
Air Force	34,485	32,819		27,853	28,227	
	4	4		4	4	
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>						
	1,036,642	1,016,467	N/A	907,042	911,468	c/ N/A

a/ Final FY 1983 civilian manpower ceiling controls as reported by the Secretary of Defense to the Congress.

b/ See the Glossary for a list of OSD and Related Activities.

c/ Personnel performing civil functions are not subject to OMB end strength control.

TABLE 4

DOD Military and Direct Hire Civilian Personnel, by Component (Excluding the Military Departments), According to Type: September 30, 1983

DEFENSE COMPONENT	TOTAL	a/ CIVILIAN	MILITARY		
			TOTAL	OFFICER	ENLISTED
<u>TOTALS</u>	<u>90,083</u>	<u>82,499</u>	<u>7,584</u>	<u>4,534</u>	<u>3,050</u>
OSD and Related Activities	4,705	2,800	1,905	1,357	548
Defense Audiovisual Agency	276	261	15	12	3
Defense Audit Service	592	592	-	-	-
Defense Communications Agency	3,329	1,688	1,641	509	1,132
Defense Contract Audit Agency	3,785	3,785	-	-	-
Defense Intelligence Agency	4,782	2,851	1,931	1,262	669
Defense Investigative Service	3,343	3,297	46	7	39
Defense Logistics Agency	47,676	46,695	981	827	154
Defense Mapping Agency	9,253	8,823	430	173	257
Defense Nuclear Agency	1,182	678	504	306	198
Department of Defense Dependents Schools	10,330	10,330	-	-	-
Uniformed Services University of the Health Sciences	830	699	c/ 131	81	50

a/ Includes personnel not subject to Office of Management and Budget (OMB) ceiling control.

b/ See the Glossary for a list of OSD and Related Activities.

c/ Excludes students.

TABLE 5

DOD Direct Hire Civilian Personnel, by Type, a/  
According to Defense Component: September 30, 1983

TYPE OF PERSONNEL	TOTAL DOD	ARMY	NAVY	AIR FORCE	OTHER DEFENSE ACTIVITIES b/
<b>TOTAL</b>	<u>1,026,461</u>	<u>369,229</u>	<u>333,756</u>	<u>240,977</u>	<u>82,499</u>
<b>BY STATUS</b>					
Full-Time	1,001,308	359,268	327,041	235,622	79,377
Part-Time	21,024	7,958	5,960	4,480	2,626
Intermittent	4,129	2,003	755	875	496
<b>BY CAREER SERVICE CATEGORY</b>					
Competitive	863,388	299,237	296,110	202,020	66,021
Excepted and SES	163,073	69,992	37,646	38,957	16,478
<b>BY TYPE OF APPOINTMENT</b>					
Permanent	922,903	323,457	298,135	224,677	76,634
Temporary/Indefinite	103,558	45,772	35,621	16,300	5,865
<b>BY CITIZENSHIP</b>					
U.S. Citizens	990,008	353,337	320,492	234,364	81,815
Non-Citizens	36,453	15,892	13,264	6,613	684
<b>BY LABOR CATEGORY</b>					
Salaries	670,505	254,056	191,630	152,870	71,949
Wage Board	355,956	115,173	142,126	88,107	10,550

a/ Includes personnel not subject to Office of Management and Budget (OMB) ceiling control.

b/ See the Glossary for a list of the Other Defense Activities.

TABLE 6

DOD Civilian Personnel, by Location and Type, <sup>a/</sup>  
According to Defense Component: September 30, 1983

LOCATION/TYPE OF PERSONNEL	TOTAL DOD	ARMY	NAVY	AIR FORCE	OTHER DEFENSE ACTIVITIES <sup>b/</sup>
<u>WORLDWIDE TOTAL</u>	<u>1,026,461</u>	<u>369,229</u>	<u>333,756</u>	<u>240,977</u>	<u>82,499</u>
<u>UNITED STATES</u>	<u>940,992</u>	<u>328,600</u>	<u>312,915</u>	<u>228,236</u>	<u>71,241</u>
By Location <sup>c/</sup>					
Washington, D.C., SMSA	89,072	28,309	39,602	6,269	14,892
Remainder of U.S.	851,920	300,291	273,313	221,967	56,349
By Labor Category					
Salaried	617,164	232,984	182,022	141,361	60,797
Wage Board	323,828	95,616	130,893	86,875	10,444
By Citizenship					
U.S. Citizens	940,364	328,219	312,743	228,198	71,204
Non-Citizens	628	381	172	38	37
<u>U.S. TERRITORIES</u>	<u>6,977</u>	<u>1,084</u>	<u>4,909</u>	<u>935</u>	<u>49</u>
By Labor Category					
Salaried	3,320	719	2,169	394	38
Wage Board	3,657	365	2,740	541	11
By Citizenship					
U.S. Citizens	6,878	1,082	4,813	934	49
Non-Citizens	99	2	96	1	-
<u>FOREIGN COUNTRIES</u>	<u>78,492</u>	<u>39,545</u>	<u>15,932</u>	<u>11,806</u>	<u>11,209</u>
By Labor Category					
Salaried	50,021	20,353	7,439	11,115	11,114
Wage Board	28,471	19,192	8,493	691	95
By Citizenship					
U.S. Citizens	42,766	24,036	2,936	5,232	10,562
Non-Citizens	35,726	15,509	12,996	6,574	647

<sup>a/</sup> Includes personnel not subject to Office of Management and Budget (OMB) ceiling control.

<sup>b/</sup> See the Glossary for a list of the Other Defense Activities.

<sup>c/</sup> The Washington, D.C., Standard Metropolitan Statistical Area (SMSA) consists of the District of Columbia; Montgomery, Prince Georges, Charles, Calvert, and Frederick counties in Maryland; Alexandria, Fairfax, Falls Church, Manassas and Manassas Park cities, and Arlington, Fairfax, Loudoun, Prince William, and Stafford counties in Virginia.

TABLE 7

DOD Indirect Hire Civilian Personnel, by Country,  
According to Defense Component: September 30, 1983

COUNTRY	TOTAL DOD	ARMY	NAVY	AIR FORCE	OTHER DEFENSE ACTIVITIES <sup>a/</sup>
<u>TOTAL</u>	<u>84,180</u>	<u>58,624</u>	<u>10,645</u>	<u>12,963</u>	<u>1,948</u>
Belgium	616	596	-	2	18
Germany	58,417	51,060	20	5,876	1,461
Greece	600	16	130	435	19
Guam	4	-	4	-	-
Italy	1	-	1	-	-
Japan	17,499	3,457	9,290	4,512	240
Korea	3,223	3,223	-	-	-
Netherlands	363	272	-	77	14
Philippines	7	-	6	-	1
Spain	2,019	-	1,130	802	87
United Kingdom	1,431	-	64	1,259	108

<sup>a/</sup> See the Glossary for a list of the Other Defense Activities.

TABLE 8

Number and Rate of Monthly Accessions  
and Separations of DOD Direct Hire Civilian Personnel:  
January 1982 - September 1983

DATE	ACCESSIONS		SEPARATIONS	
	NUMBER	RATE(%)	NUMBER	RATE(%)
<u>1982</u>				
January	11,522	1.14	9,949	0.99
February	14,406	1.42	8,723	0.86
March	17,149	1.68	10,720	1.05
April	14,701	1.44	8,662	0.85
May	17,161	1.69	9,255	0.90
June	36,065	3.45	21,339	2.04
July	19,527	1.87	14,979	1.43
August	21,987	2.09	26,429	2.52
September	14,496	1.39	64,265	6.16
October	36,708	3.71	12,344	1.25
November	16,521	1.63	9,394	0.92
December	13,083	1.28	9,772	0.95
<u>1983</u>				
January	14,674	1.43	18,041	1.76
February	15,014	1.47	11,574	1.13
March	12,847	1.25	12,905	1.25
April	13,051	1.27	14,238	1.38
May	23,135	2.25	13,685	1.33
June	32,076	3.08	23,130	2.22
July	20,262	1.93	16,146	1.54
August	26,627	2.53	31,041	2.95
September	21,195	2.02	49,921	4.75

a/ Accession and separation rates represent the number of gains or losses in civilian personnel as a percentage of total DOD employment.

TABLE 9

000 Direct Hire Ceiling Employment Adjusted for Increases in Industrial Fund Employment and for Part-Time Employment on a Full-Time Equivalent (FTE) Basis: September 30, 1983

FUNCTION/COMPONENT	TOTAL CEILING EMPLOYMENT	INDUSTRIAL FUND EMPLOYMENT INCREASE b/ FY 1983	FTE ADJUSTMENT FOR PART-TIME c/ EMPLOYMENT	ADJUSTED CEILING EMPLOYMENT	PROGRAMMED STRENGTH d/ 30 SEP 83	FTE PROGRAMMED STRENGTH 30 SEP 83
<b>MILITARY FUNCTIONS</b>	<b>983,644</b>	<b>14,680</b>	<b>3,482</b>	<b>965,482</b>	<b>973,387</b>	<b>970,587</b>
Army	333,722	1,088	1,486	331,148	333,722	332,560
Navy	328,907	8,745	494	319,668	320,528	320,034
Air Force	239,367	4,842	1,144	233,381	234,334	233,190
OSO & Related Activities e/	2,780	-	6	2,774	2,711	2,711
Defense Audiovisual Agency	261	-	-	261	502	502
Defense Audit Service	592	-	-	592	937	937
Defense Communications Agency	1,639	5	5	1,629	1,758	1,758
Defense Contract Audit Agency	3,750	-	10	3,740	3,742	3,742
Defense Intelligence Agency	2,850	-	-	2,850	2,904	2,904
Defense Investigative Service	3,260	-	1	3,259	3,453	3,453
Defense Logistics Agency	46,093	-	300	45,793	48,194	48,194
Defense Mapping Agency	8,738	-	8	8,730	8,740	8,740
Defense Nuclear Agency	670	-	-	670	670	670
Department of Defense Dependents Schools	10,330	-	23	10,307	10,481	10,481
Uniformed Services University of the Health Sciences	685	-	5	680	711	711
<b>CIVIL FUNCTIONS</b>	<b>32,823</b>	<b>-</b>	<b>247</b>	<b>32,576</b>	<b>N/A</b>	<b>N/A</b>
Army	32,819	-	247	32,572	f/	f/
Air Force	4	-	-	4	N/A	N/A
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>	<b>1,016,467</b>	<b>14,680</b>	<b>3,729</b>	<b>998,058</b>	<b>N/A</b>	<b>N/A</b>

a/ As reported on line 29 of the Monthly Report of Federal Civilian Employment (SF 113-A).

b/ Increases in civilian employment in industrially funded activities since September 30, 1982 are not subject to ceiling control.

c/ Indicates decrease in employment if part-time employment (both permanent appointments and nonpermanent overseas dependents) is counted on a full-time equivalent (FTE) basis.

d/ Final FY 1983 civilian manpower ceiling controls as reported by the Secretary of Defense to the Congress.

e/ See the Glossary for a list of OSO and Related Activities.

f/ Personnel performing civil functions are not subject to end strength ceilings.



## G L O S S A R Y

Accessions. Additions to an agency's work force. Includes appointments from civil service registers that are career or career-conditional appointments, appointments to the Senior Executive Service, temporary appointments from registers, temporary appointments pending the establishment of registers, reappointments, reinstatements, restorations, returns to duty, and transfers.

Civil Functions. Functions primarily associated with the Civil Works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil Functions also includes cemeterial workers (Army) and several conservation management employees (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the Competitive Service by or under statute;
2. Positions to which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs or when specifically included in the Competitive Service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the Competitive Service by statute.

Direct Hire Civilians. Employees hired directly by an agency of DOD. Includes foreign nationals hired by DOD to support DOD activities in their home countries.

DOD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Branch positions) which are specifically excepted from the Competitive Service by or pursuant to a statute, the President, or the Office of Personnel Management.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative workweek for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved. All indirect hires support military functions.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on an irregular or occasional basis).

Military Functions. Activities normally associated with the uniformed services.

OMB Ceiling Employment. Employees subject to Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. For direct hire employees, it excludes employees such as some summer aides or employees in the Stay-in-School, Federal Junior Fellowship, and Worker-Trainee Opportunity Programs and those covered by other official exemptions granted by OMB.

### OSD and Related Activities.

American Forces Information Service (AFIS)  
Civilian Health and Medical Program  
of the Uniformed Services (CHAMPUS)  
Defense Advanced Research Projects Agency (DARPA)  
Defense Legal Services (DLS)  
Defense Security Assistance Agency (DSAA)  
Office of Economic Adjustment (OEA)  
Office of the Secretary of Defense (OSD)  
Organization of the Joint Chiefs of Staff (OJCS)  
Tri-Service Medical Information System (TRIMIS)  
U.S. Court of Military Appeals (USCMA)  
Washington Headquarters Services (WHS)

### Other Defense Activities.

Defense Audiovisual Agency (DAVA)  
Defense Audit Service (DAS)  
Defense Communications Agency (DCA)  
Defense Contract Audit Agency (DCAA)  
Defense Intelligence Agency (DIA)  
Defense Investigative Service (DIS)  
Defense Logistics Agency (DLA)  
Defense Mapping Agency (DMA)  
Defense Nuclear Agency (DNA)  
Department of Defense Dependents Schools (DODDS)  
OSD and Related Activities  
Uniformed Services University of the  
Health Sciences (USUHS)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. Competitive Service - Employees serving under career appointments who are serving or who have completed their initial appointment probation or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. Excepted Service - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the Competitive Service.

3. Senior Executive Service (SES) - All SES employees except those serving under "limited term" and "limited emergency" appointments.

Salaried Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency which are grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate and which have not been specifically excluded from the SES.

Separations. Losses from an agency's work force. Includes discharges, resignations, terminations, reductions-in-force, removals, transfers, extended leave without pay, suspensions, furloughs, deaths, retirements, and displacements.

Total Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the report date and who either worked during the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)

